



AQC On Point

Mr. Charlie E. Williams, Jr.

26 MAY 04

CIVILIAN DEVELOPMENT TEAM MEETING

In line with the Chief's Force Development Vision, we conducted, in April, our third Contracting Civilian Development Team (DT) meeting. Our efforts in Civilian Force Development are leading the Air Force. We are the first functional to conduct formal Civilian DT meetings and our process is being watched closely and copied by other Air Force functionals as they initiate their own civilian development efforts. While our Force Development efforts continue to grow and mature with each meeting, I am extremely excited about the outcomes and wanted to ensure each of you understand and appreciate the process we use.

This particular meeting was designed to provide developmental assignment and education vectors to our GS-15s, GS-14s, Career Broadeners, DLAMPers and long-term training students. The DT membership for our civilian meetings includes our SES leadership from AFMC Centers and Headquarters along with AFSPC/PK and AMC/LGC for an operational perspective. I chair each DT meeting we conduct. DT members independently reviewed records for each civilian meeting this DT session and made general developmental and educational vector recommendations. Record files included the official AFPC Career Brief and the Individual Development Plan (IDP) provided to express personal preferences. Individual DT member vectors were then consolidated and discussed in open forum. From this open discussion, a first and second development vector and an education vector were determined for each civilian. AFPC executes the final part of the process by annotating the IDP with DT developmental and educational vector feedback and returning electronically to both members and supervisors.

I need everyone to understand precisely what the DT vector recommendations represent. These are specifically designed to identify opportunities that if pursued, would enhance an employee's experience and education portfolio. These vectors are designed to identify experience and education gaps that the DT believes would be beneficial to an employee's development. The vectors are not intended to be a guarantee of future assignments nor are they an endorsement of the individual's performance. Their single intent is to give each civilian and supervisor a consolidated perspective from senior leadership on experiential and educational options to be considered for full development.

While conducting this last DT session, our progress was occasionally slowed by the lack of key information. In several cases, we did not have IDPs on civilians being reviewed. I need each civilian to begin thinking of the IDP in terms of an ongoing document to communicate your developmental desires to our senior leadership. This type of information is critical to the DT in determining appropriate vector recommendations.

I am fully committed to our Force Development program and firmly believe our DT efforts are helping us develop our civilian work force to meet the leadership challenges of the future. We will continue to improve upon our processes and look to you to do your part as well.



A handwritten signature in black ink, reading "C. Williams, Jr." with a stylized flourish at the end.

Charlie E. Williams, Jr.
Deputy Assistant Secretary (Contracting)
Assistant Secretary (Acquisition)